Agenda

• Handguns on Campus
• Department of Labor Updates
• Announcements & Deadlines
• Spin the Wheel!
HANDGUNS ON CAMPUS

Bruce Harber
Assistant Vice President, Administration
& Chief of Police
Legislative Update: Handguns on Campus

July 1, 2016

- In vehicles: All employees, general public, and students
- On campus:
  - Full-time employees with valid carry permits
  - Only on the campus where employed
  - Weapon(s) must be concealed and “on or about the body.”
  - Must register with UofM Police (confidential) + MPD, SCSO, CPD...
  - Voluntary training (firearm safety, actions when police arrive)
  - Personally liable; no workman’s comp for injuries
  - Cannot carry
    - In stadiums, gymnasiums, and auditoriums during school-sponsored events
    - In meetings regarding disciplinary matters/tenure issues
    - In offices where medical or mental health are the primary services
    - If enrolled as a student
Department of Labor Updates

Iliana Ricelli
Senior Director, Human Resources
The Fair Labor Standards Act (FLSA) is a federal law that governs whether employees receive overtime pay. The Department of Labor (DOL) is responsible for ensuring compliance with the FLSA. In 2014, President Obama tasked the DOL with updating the FLSA regulations. In July 2015, the proposed regulations outlined the changes. The primary change was raising the salary threshold that is used to determine who is eligible for overtime pay.
The changes in the DOL regulations have been approved; the exempt salary increased from $455/week ($23,660/year) to $913/week ($47,476/year)

Approximately 400+ UofM employees will be affected

The regulations require an automatic updating of the salary level every three years starting in 2020 (estimated to be $51,168/yr.)

New regulations are to be implemented by December 1, 2016
There are two (2) “tests” that are required to determine if someone is exempt from overtime pay

- Test #1=Salary Test. The employee must earn at least $913/week or $47,476/year
DOL Changes and How They Impact UofM

- Test #2 = Duties Test. The employee’s primary duty must be administrative, executive, or professional (definitions are provided for employers to assess) as outlined on the position description.
- Once HR determines the job meets both tests, the position is classified as EXEMPT (Monthly) and becomes ineligible for overtime pay.
Employees currently classified as EXEMPT (Monthly) but earning less than $47,476/year will be converted to NON-EXEMPT (Biweekly) and will be required to track hours and be eligible to receive overtime pay.

Employees in the teaching profession will remain exempt (regardless of salary) as long as their primary duty is teaching.

Special provision for academic administrative employees exists, if paid at least equal to the entrance salary for teachers (faculty).
Critical Positions
Impacted by DOL Changes

- Admissions Counselors, Athletic Coaches, Development Officers (others with frequent travel)
- Residence Life Advisors (Room and Board is not factored in as part of compensation)
- Research Scientists/Research Faculty/Administrative Faculty (Since their primary function is NOT teaching, they must meet the new Salary Test)
- Post Docs
- Others (HR still reviewing)
Next Steps

- Review all employees classified as EXEMPT but earning less than $47,476
- Evaluate all position descriptions to ensure they pass the DOL Duties Test
- Make changes to the HR/Payroll system (Banner) to convert current Exempt employees to Non-exempt
Next Steps

- Determine if there are functions or policies that limit what duties non-exempt employees can perform (such as serve as a financial designee)
- Determine what changes will impact these positions (leave accruals, overtime compensation, benefits, etc.) to advise affected employees once regulations are finalized
- Communicate all changes to department heads and hiring managers so they are aware of which employees will be impacted by the changes
QUESTIONS?
Announcements & Deadlines
Announcements & Deadlines

• Campus Shred Day
  July 13, 2016
  NO BINDERS!
  Secure, on-site shredding guaranteed!
  UNIVERSITY PERSONNEL ONLY

• Main Campus (between Admin & UC):
  9am-12pm

• Park Avenue Campus (South End of Building 45):
  1pm-3pm
Announcements & Deadlines

• Banner Navigation Training
  Tuesday, June 28th
  10am, AD 178
Announcements & Deadlines

• Career Milestone Awards
  (Formerly known as Staff Service Awards)

Wednesday, November 2, 2016
10:30 am
UC Ballroom
THANK YOU!

www.memphis.edu/hrpartners